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# Principles of Environmental Restoration

## Principle 1 - Build an Effective Core Team

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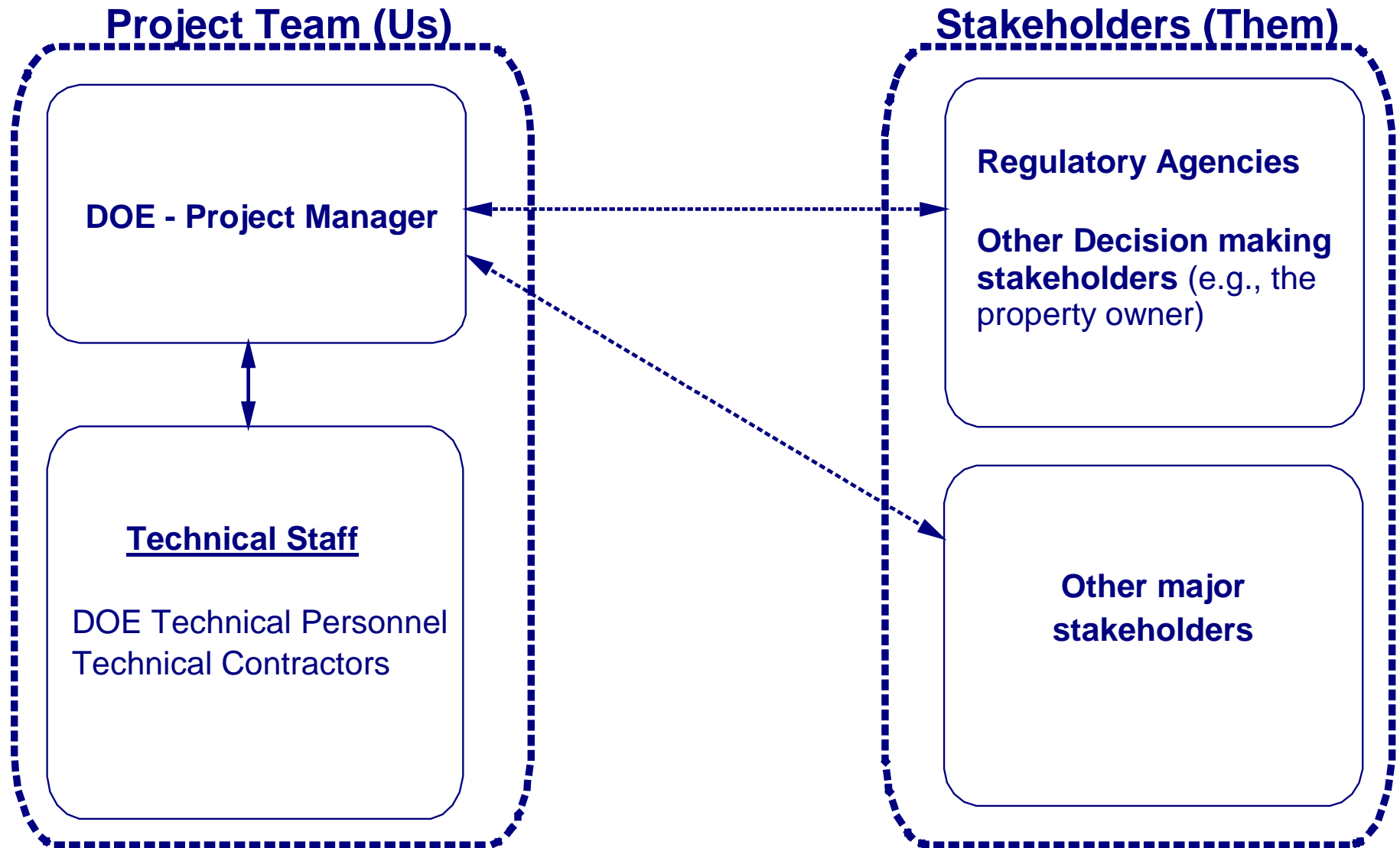
# Principle 1

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Building an effective core team is essential to the successful application of the other principles

- Session objectives
  - Be able to define roles and responsibilities of core and project teams
  - Understand the critical success factors in establishing and developing effective core and project teams

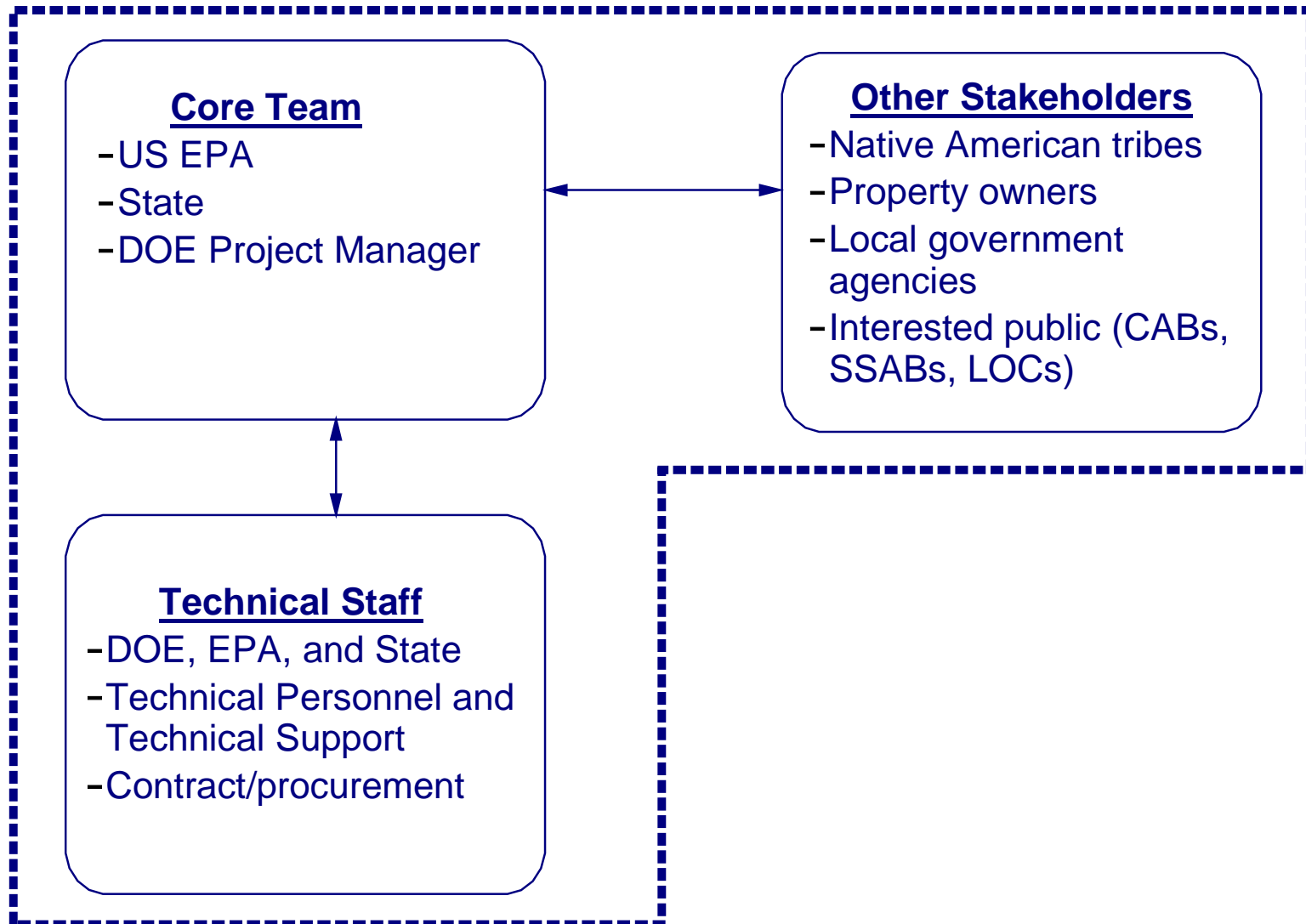
# Old paradigm



# New paradigm

## *Core Team / Project Team Approach*

### Project Team



# Critical success factors in the new paradigm

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- Work together to reach consensus before doing work
- EPA, State, and DOE become "co-project managers"  
-- owners of process and results
- Proposals initiated orally through informal, routine communications
- No surprises at meetings or in documents
- Core team defines/describes anticipated expectations of all deliverables
- Early/continuous attention to team process and relationships

# Core team

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- Includes decision making stakeholders ("yes/no" authority)
- Owns the process as well as the product
- Decides, by consensus, all major aspects of the project
- Each member represents the public's best interests

# Challenges to an effective core team

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- Challenges:
  - Lack of empowerment
  - Budget constraints
  - Fear of sharing (and taking) responsibility
  - Existing relationships
- The best approach to meeting these challenges is to develop a working team, and jointly make decisions

# Core team implements the other three principles

